



Teacher Vacancy Survey Report

Report prepared by
Office of Coordinated School and District Support
Nebraska Department of Education
December 2020

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The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2020 and what the district/system did to address those shortages. The survey conducted by the Nebraska Department of Education (NDE) and disseminated to all Nebraska PK-12 public school districts, Educational Service Units (ESU), and nonpublic school systems, determined the following:

- The number of districts/systems that could not find fully qualified personnel*;
- The number of teacher positions for which districts/systems could not find fully qualified personnel;
- The endorsement areas of those positions;
- The reasons why individuals in the applicant pool were not sufficient/appropriate for the positions; and
- What districts/systems did to address the positions not filled with fully qualified personnel.

PROCEDURES

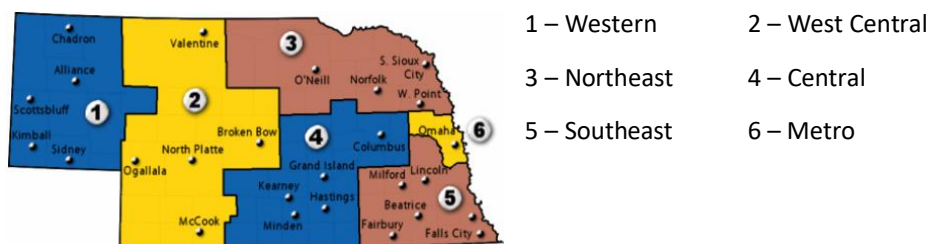
The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska PK-12 public school districts, nonpublic school systems, and ESUs in October 2020. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users) were utilized to encourage participation.

The survey asked districts/systems to report the following information:

- The number of positions the district/system needed to fill at the beginning of the 2020-21 school year;
- The number of those positions not filled with fully qualified personnel;
- The full time equivalency (FTE) and endorsement area of each unfilled** position;
- Reason for not being able to fill the position with a fully qualified teacher; and
- How the district/system solved the dilemma for the position.

NDE gathered the following information using data available from NDE databases:

- Community College Region in which district/system is located
- Size of PK-12 school enrollment Community College Regions



For purposes of this report, public districts, ESUs, and nonpublic systems' data are combined into total counts as **Districts/systems** (coded in orange, Table #a); ESUs are combined with the public school data as **Districts** (coded in green, Table #b), while the nonpublic data are shown as **Systems** (coded in yellow, Table #c).

* **Fully qualified** is defined as "an individual who holds a regular Nebraska teaching certificate, the appropriate endorsement for the assigned class, and the professional attributes sought by the school district."

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher **or** a position that was left vacant.

RESULTS

Response Rate

All 439 districts/systems (public districts and ESUs, and nonpublic systems) in Nebraska had the opportunity to respond to the survey. The overall response rate was poor (37%) with 161 completing the survey. The district rate (public/ESU) was 97 of 261 responding for a 37% response rate, while the system rate (nonpublic) was 64 of 178 responding for a 36% response rate. There was a decrease in participation by public districts, ESUs, and nonpublic systems this year. (This decrease in participation is likely due to the impact of the global pandemic.) Tables 1a (districts/systems), 1b (districts), and 1c (systems) report the distribution and the return sample by Community College Region (region). Tables 2a-c show the return sample by size of district/system.

Districts/systems with Unfilled Positions

Unfilled positions are those positions for which fully qualified personnel were not hired, including positions that were left vacant***. Overall, there were 53 districts/systems reporting unfilled positions, or 19% of the returned sample. Tables 3a (districts/systems), 3b (districts), and 3c (systems) report the distribution of those districts/systems by region. Tables 4a-c report the distribution of districts/systems with unfilled positions by size of district/system. Of the districts/systems reporting unfilled positions, almost 62% have **less than 500** students, while 80% of nonpublic systems reporting unfilled positions have **less than 500** students.

Unfilled Positions

There were 238 unfilled positions reported. Tables 3a-c identify the percentage of unfilled positions by region. Tables 4a-c identify the percentage of unfilled positions by district/system size. Of the 238 unfilled positions, 38 positions (16%) were in districts/systems with **less than 500** students. Overall, 44 of the unfilled positions (19%) were reported with a solution of '**not filled**' (vacant).

Tables 3a-c and 4a-c show the number of vacant positions in each region or size as well as the percent of unfilled positions left vacant. The Metro region had the largest number of unfilled positions and the most difficulty actually filling open positions. The largest schools (>10,000) had the most unfilled positions and more positions left vacant.

Unfilled Positions by Endorsement Area

Tables 5a-c and 6a-c indicate the number of unfilled positions by endorsement area, by region and district/system size, respectively. The endorsement areas of Special Education (72 positions; 30%), Language Arts (19 positions; 8%), Science (18 positions; 8%), Elementary Education (17 positions; 8%), and Mathematics (16 positions; 7%), topped the list of unfilled positions. Additional areas of need include School Psychologist, Speech Language Pathology, and School Counselor.

*****Vacant** refers to a position that was not filled at all.

Reasons for Unfilled Positions

Districts/systems were provided with and allowed multiple reasons for an unfilled position. Of the 53 districts/systems reporting unfilled positions, the main reasons given were divided between “No applicants” (26%) and “Preferred a specific non-fully qualified applicant over fully-qualified applicant” (22%). Tables 7a-c, 8a-c and 9a-c report the percentage of reasons for unfilled positions by region, district/system size, and endorsement area respectively.

Solutions for Unfilled Positions

The most frequently reported solutions for unfilled positions include: “Hired a person who holds a provisional permit” (25%); “Hired a person who holds a transitional permit” (14%); “Position was not filled” (14%); and “Used substitute teachers” (13%). Tables 10a-c report the number of solutions by endorsement area.

Trend Analysis

Of the top 10 unfilled positions by endorsement area, several are the same for districts and systems – Language Arts, Elementary Education, World Language, Mathematics, Career Education Areas, and Science. Public districts and ESUs show Special Education, Language Arts, Elementary Education, and Science as their top four areas of need this year. Nonpublic systems show Science, Elementary Education, Music Instrumental/Vocal and World Languages as their top four areas of need. Mathematics, Science, and Language Arts reported the highest number of positions left vacant in the top 10 unfilled endorsement areas.

Top 10 Shortage Areas						
Public				Non-Public		
Endorsement Area	Unfilled**		Vacant ***	Endorsement Area	Unfilled**	
	Total	%			Total	%
Special Education	72.00	33.24%	4	Science	4.50	20.98%
Language Arts	19.00	8.77%	6	Elementary Education	3.75	17.48%
Science	18.00	8.31%	7	Music Instrumental/Vocal	2.60	12.12%
Elementary Education	17.75	8.19%	0	World Language	2.60	12.12%
Mathematics	16.00	7.39%	10	Social Studies/ Social Science	2.00	9.32%
Career Education Areas	12.00	5.54%	2.5	Mathematics	2.00	9.32%
World Language	10.60	4.89%	2	Language Arts	1.00	4.66%
School Psychologist	9.00	4.16%	3	Career Education Areas	1.00	4.66%
Health and/or Physical Education	8.30	3.83%	0	School Library	1.00	4.66%
Speech Language Pathology	8.30	3.83%	1	Other	0.50	2.33%

Of the 20 endorsement shortage areas, six have been designated shortage areas each year for the last 15 years: Language Arts, Mathematics, Science, Special Education, Speech Language Pathology, and World Language. In addition to these, 9 others have been designated shortage areas each of the last five years: Career Education Areas; Art; Early Childhood Education; Health

and/or Physical Education; School Counselor; School Library; School Psychologist; and Music/Instrumental/Vocal.

Comments were provided by 20 different districts/systems. Comments indicated that the overall applicant pool continues to be smaller with less qualified candidates applying. In addition, 10% of the comments referenced the difficulty of certification in Nebraska including concerns about challenges for out-of-state applicants and the Praxis requirement.

Table 1 Original Return Sample by Region**Table 1a. Districts/systems (Public, ESU, and Nonpublic)**

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
Central	105	23.92%	33	20.50%	31.43%
Metro	83	18.91%	31	19.25%	37.35%
Northeast	80	18.22%	35	21.74%	43.75%
Southeast	98	22.32%	38	23.60%	38.78%
West Central	42	9.57%	15	9.32%	35.71%
Western	31	7.06%	9	5.59%	29.03%
Total	439	100.00%	161	100.00%	36.67%

Table 1b. Districts (Public and ESU)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
Central	73	27.97%	23	23.71%	31.51%
Metro	21	8.05%	8	8.25%	38.10%
Northeast	54	20.69%	30	30.93%	55.56%
Southeast	53	20.31%	18	18.56%	33.96%
West Central	36	13.79%	12	12.37%	33.33%
Western	24	9.20%	6	6.19%	25.00%
Total	261	100.00%	97	100.00%	37.16%

Table 1c. Systems (Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
Central	32	17.98%	10	15.63%	31.25%
Metro	62	34.83%	23	35.94%	37.10%
Northeast	26	14.61%	5	7.81%	19.23%
Southeast	45	25.28%	20	31.25%	44.44%
West Central	6	3.37%	3	4.69%	50.00%
Western	7	3.93%	3	4.69%	42.86%
Total	178	100.00%	64	100.00%	35.96%

Table 2 Original and Return Sample by District/System Size

Table 2a. Districts/systems (Public, ESU, and Nonpublic)

Size	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
<100	96	21.87%	28	17.39%	29.17%
101-250	117	26.65%	50	31.06%	42.74%
251-500	123	28.02%	44	27.33%	35.77%
501-1000	60	13.67%	18	11.18%	30.00%
1001-2500	23	5.24%	9	5.59%	39.13%
2501-5000	10	2.28%	5	3.11%	50.00%
5001-10,000	5	1.14%	3	1.86%	60.00%
>10,000	5	1.14%	4	2.48%	80.00%
Total	439	100.00%	161	100.00%	36.67%

Table 2b. Districts (Public and ESU)

Size	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
<100	20	7.66%	7	7.22%	35.00%
101-250	67	25.67%	25	25.77%	37.31%
251-500	87	33.33%	31	31.96%	35.63%
501-1000	46	17.62%	15	15.46%	32.61%
1001-2500	21	8.05%	7	7.22%	33.33%
2501-5000	10	3.83%	5	5.15%	50.00%
5001-10,000	5	1.92%	3	3.09%	60.00%
>10,000	5	1.92%	4	4.12%	80.00%
Total	261	100.00%	97	100.00%	37.16%

Table 2c. Systems (Nonpublic)

Size	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
<100	76	42.70%	21	32.81%	27.63%
101-250	50	28.09%	25	39.06%	50.00%
251-500	36	20.22%	13	20.31%	36.11%
501-1000	14	7.87%	3	4.69%	21.43%
1001-2500	2	1.12%	2	3.13%	100.00%
Total	178	100.00%	64	100.00%	35.96%

Table 3 Unfilled Positions and Number of Unfilled Positions by Region

Table 3a. Districts/systems (Public, ESU, and Nonpublic)

Region	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Region
Central	7	13.21%	12.00	5.04%	0.00	0.00%
Metro	12	22.64%	128.80	54.11%	34.70	26.94%
Northeast	10	18.87%	21.00	8.82%	5.00	23.81%
Southeast	13	24.53%	50.25	21.11%	2.00	3.98%
West Central	6	11.32%	18.00	7.56%	1.50	8.33%
Western	5	9.43%	8.00	3.36%	1.00	12.50%
Total	53	100.00%	238.05	100.00%	44.20	18.57%

Table 3b. Districts (Public and ESU)

Region	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Region
Central	7	18.42%	12.00	5.54%	0.00	0.00%
Metro	5	13.16%	114.50	52.86%	32.50	28.38%
Northeast	9	23.68%	20.00	9.23%	5.00	25.00%
Southeast	8	21.05%	46.10	21.28%	2.00	4.34%
West Central	5	13.16%	17.00	7.85%	1.50	8.82%
Western	4	10.53%	7.00	3.23%	1.00	14.29%
Total	38	100.00%	216.60	100.00%	42.00	19.39%

Table 3c. Systems (Nonpublic)

Region	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Region
Metro	7	46.67%	14.30	66.67%	2.20	15.38%
Northeast	1	6.67%	1.00	4.66%	0.00	0.00%
Southeast	5	33.33%	4.15	19.35%	0.00	0.00%
West Central	1	6.67%	1.00	4.66%	0.00	0.00%
Western	1	6.67%	1.00	4.66%	0.00	0.00%
Total	15	100.00%	21.45	100.00%	2.20	10.26%

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

*****Vacant** refers to a position that was not filled at all

Table 4 Unfilled Positions by District/System Size

Table 4a. Districts/systems with Unfilled Positions and Unfilled Positions by District/System Size

Size	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Size
<100	2	3.77%	5.00	2.10%	0.50	10.00%
101-250	19	35.85%	20.45	8.59%	3.20	15.65%
251-500	12	22.64%	13.00	5.46%	1.00	7.69%
501-1000	5	9.43%	9.00	3.78%	1.00	11.11%
1001-2500	4	7.55%	8.00	3.36%	1.00	12.50%
2501-5000	5	9.43%	25.50	10.71%	3.50	13.73%
5001-10,000	3	5.66%	7.00	2.94%	1.00	14.29%
>10,000	3	5.66%	150.10	63.05%	33.00	21.99%
Total	53	100.00%	238.05	100.00%	44.20	18.57%

Table 4b. Districts with Unfilled Positions and Unfilled Positions by District Size Table

Size	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Size
<100	1	2.94%	4.00	1.90%	0.50	12.50%
101-250	12	35.29%	12.50	5.94%	2.00	16.00%
251-500	8	23.53%	7.50	3.56%	1.00	13.33%
1001-2500	2	5.88%	4.00	1.90%	1.00	25.00%
2501-5000	5	14.71%	25.50	12.11%	3.50	13.73%
5001-10,000	3	8.82%	7.00	3.32%	1.00	14.29%
>10,000	3	8.82%	150.10	71.27%	33.00	21.99%
Total	34	100.00%	210.60	100.00%	42.00	19.94%

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

*****Vacant** refers to a position that was not filled at all

Table 4c. Systems with Unfilled Positions and Unfilled Positions by System Size

Size	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Size
<100	1	6.67%	1.00	4.66%	0.00	0.00%
101-250	7	46.67%	7.95	37.06%	1.20	15.09%
251-500	4	26.67%	5.50	25.64%	0.00	0.00%
501-1000	1	6.67%	3.00	13.99%	1.00	33.33%
1001-2500	2	13.33%	4.00	18.65%	0.00	0.00%
Total	15	100.00%	21.45	100.00%	2.20	10.26%

*These are totaled in the main group above them.

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

*****Vacant** refers to a position that was not filled at all.

Table 5 Unfilled Positions by Endorsement Area and Region

Table 5a. District/Systems by Endorsement Area and Region

Endorsement Area		District/System Region						Unfilled**		Vacant ***
		Central	Metro	Northeast	Southeast	West Central	Western	Total	%	
Art					2	1		3	1.26%	2
Bilingual				1				1	0.42%	0
Career Education Areas		2	3	1	2	3	1	12	5.04%	2.5
	BMIT	1	0.5		1	1	1	4.5	1.89%	0
	Family & Consumer Science Occupational	1	1.5		1			3.5	1.47%	0.5
	Skilled & Technical Sciences Education		1	1		2		4	1.68%	2
Early Childhood Education Areas		1	4	1	1			7	2.94%	3
	Early Childhood Ed - PK- Grade 3				1			1	0.42%	0
	Early Childhood Inclusive - Birth-Grade 3		1	1				2	0.84%	0
	Special Ed Early Childhood Ed - Birth-K		3					3	1.26%	3
	Special Ed Early Intervention Specialist - Birth-PK	1						1	0.42%	0
Elementary Education		1	9	1	4.75	1	1	17.75	7.46%	0
ESL/ELL			3	2		1		6	2.52%	0
Health and/or Physical Education			1.5		6.8			8.3	3.49%	0
Language Arts		2	7	4	2	4		19	7.98%	6
	English Language Arts	1	7	4	2	3		17	7.14%	6
	Reading & Writing					1		1	0.42%	0
	Speech/Theatre	1						1	0.42%	0
Mathematics			13	1	2			16	6.72%	10
Middle Level - Include under content area					2		1	3	1.26%	0
Music Instrumental/Vocal			3.2	1	2.4	1	0.5	8.1	3.40%	2.7
Other			3.5		3	1		7.5	3.15%	0
	Family Consumer Science		3					3	1.26%	0
	Science				3			3	1.26%	0
	Theology		0.5					0.5	0.21%	0
	Title teacher					1		1	0.42%	0
School Counselor		1	1	1	2			5	2.10%	0
School Library		1		1	1.5			3.5	1.47%	0
School Psychologist			3	1	5			9	3.78%	3
Science		1	11	0.5	1	4	0.5	18	7.56%	7
	Biology	1				1.25		2.25	0.95%	0
	Chemistry		3	0.25		0.25		3.5	1.47%	0
	Physics		1	0.25				1.25	0.53%	0
	Science		7		1	2.5	0.5	11	4.62%	7
Social Studies/Social Science			2		1			3	1.26%	1
Special Education		3	54	4	8	1	2	72	30.25%	4
	Behavior Intervention		8					8	3.36%	1
	Secondary Transition			1				1	0.42%	0
	Special Education Generalist	3	44	3	8	1	2	61	25.62%	1
	Visual Impairment		2					2	0.84%	2
Speech Language Pathology			4	0.5	1.8	1	1	8.3	3.49%	1
World Language			6.6	1	2		1	10.6	4.45%	2
	French		2					2	0.84%	1
	Spanish		4.6	1	2		1	8.6	3.61%	1
		12	128.8	21	50.25	18	8	238.05	100.00%	44.2

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all.

Table 5b. Unfilled Positions in Districts by Endorsement Area and Region

Endorsement Area		District Region						Unfilled**		Vacant ***
		Central	Metro	Northeast	Southeast	West Central	Western	Total	%	
Art					2	1		3	1.39%	2
Bilingual				1				1	0.46%	0
Career Education Areas		2	3	1	1	3	1	11	5.08%	2.5
	BMIT	1	0.5			1	1	3.5	1.62%	0
	Family & Consumer Science Occupational	1	1.5		1			3.5	1.62%	0.5
	Skilled & Technical Sciences Education		1	1		2		4	1.85%	2
Early Childhood Education Areas		1	4	1	1			7	3.23%	3
	Early Childhood Ed - PK-Grade 3				1			1	0.46%	0
	Early Childhood Inclusive - Birth-Grade 3		1	1				2	0.92%	0
	Special Ed Early Childhood Ed - Birth-K		3					3	1.39%	3
	Special Ed Early Intervention Specialist - Birth-PK	1						1	0.46%	0
Elementary Education		1	7		4	1	1	14	6.46%	0
ESL/ELL			3	2		1		6	2.77%	0
Health and/or Physical Education			1		6.8			7.8	3.60%	0
Language Arts		2	7	4	2	3		18	8.31%	6
	English Language Arts	1	7	4	2	3		17	7.85%	6
	Speech/Theatre	1						1	0.46%	0
Mathematics			12	1	1			14	6.46%	10
Middle Level - Include under content area					2		1	3	1.39%	0
Music Instrumental/Vocal			1.5	1	2	1		5.5	2.54%	1.5
Other			3		3	1		7	3.23%	0
	Family Consumer Science		3					3	1.39%	0
	Science				3			3	1.39%	0
	Title teacher					1		1	0.46%	0
School Counselor		1	1	1	2			5	2.31%	0
School Library		1		1	0.5			2.5	1.15%	0
School Psychologist			3	1	5			9	4.16%	3
Science		1	7	0.5	1	4		13.5	6.23%	7
	Biology	1				1.25		2.25	1.04%	0
	Chemistry			0.25		0.25		0.5	0.23%	0
	Physics			0.25				0.25	0.12%	0
	Science		7		1	2.5		10.5	4.85%	7
Social Studies/Social Science					1			1	0.46%	0
Special Education		3	54	4	8	1	2	72	33.24%	4
	Behavior Intervention		8					8	3.69%	1
	Secondary Transition			1				1	0.46%	0
	Special Education Generalist	3	44	3	8	1	2	61	28.16%	1
	Visual Impairment		2					2	0.92%	2
Speech Language Pathology			4	0.5	1.8	1	1	8.3	3.83%	1
World Language			4	1	2		1	8	3.69%	2
	French		2					2	0.92%	1
	Spanish		2	1	2		1	6	2.77%	1
		12	114.5	20	46.1	17	7	216.6	100.00%	42

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all.

Table 5c. Unfilled Positions in Systems by Endorsement Area and Region Table

Endorsement Area	System Region					Unfilled**		Vacant ***
	Metro	Northeast	Southeast	West Central	Western	Total	%	
Career Education Areas			1			1	4.66%	0
	BMIT		1			1	4.66%	0
Elementary Education	2	1	0.75			3.75	17.48%	0
Health and/or Physical Education	0.5					0.5	2.33%	0
Language Arts				1		1	4.66%	0
	Reading & Writing			1		1	4.66%	0
Mathematics	1		1			2	9.32%	0
Music Instrumental/Vocal	1.7		0.4		0.5	2.6	12.12%	1.2
Other	0.5					0.5	2.33%	0
	Theology	0.5				0.5	2.33%	0
School Library			1			1	4.66%	0
Science	4				0.5	4.5	20.98%	0
	Chemistry	3				3	13.99%	0
	Physics	1				1	4.66%	0
	Science				0.5	0.5	2.33%	0
Social Studies/Social Science	2					2	9.32%	1
World Language	2.6					2.6	12.12%	0
	Spanish	2.6				2.6	12.12%	0
14.3		1	4.15	1	1	21.45	100.00%	2.2

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all.

Table 6 Unfilled Positions by Endorsement Area and Size

Table 6a. Endorsement Area and District/System Size

Endorsement Area		District/System Size								Unfilled**	
		<100	101-250	251-500	501-1000	1001-2500	2501-5000	5001-10,000	>10,000	Total	%
Art							1		2	3	1.26%
Bilingual			1							1	0.42%
Career Education Areas		1	2	1	3	1	2		2	12	5.04%
	BMIT	1		1	1	1	0.5			4.5	1.89%
	Family & Consumer Science Occupational				2		0.5		1	3.5	1.47%
	Skilled & Technical Sciences Education		2				1		1	4	1.68%
Early Childhood Education Areas					1		1		5	7	2.94%
	Early Childhood Ed - PK-Grade 3								1	1	0.42%
	Early Childhood Inclusive - Birth-Grade 3						1		1	2	0.84%
	Special Ed Early Childhood Ed - Birth-K								3	3	1.26%
	Special Ed Early Intervention Specialist - Birth-PK				1					1	0.42%
Elementary Education		1	2.75				2	1	11	17.75	7.46%
ESL/ELL							3		3	6	2.52%
Health and/or Physical Education				1.5					6.8	8.3	3.49%
Language Arts		1	2				5	2	9	19	7.98%
	English Language Arts	1	1				5	1	9	17	7.14%
	Reading & Writing		1							1	0.42%
	Speech/Theatre							1		1	0.42%
Mathematics			1	2			1		12	16	6.72%
Middle Level - Include under content area							1		2	3	1.26%
Music Instrumental/Vocal		1	2.1	1.5					3.5	8.1	3.40%
Other				0.5			1		6	7.5	3.15%
	Family Consumer Science								3	3	1.26%
	Science								3	3	1.26%
	Theology			0.5						0.5	0.21%
	Title teacher						1			1	0.42%
School Counselor			1		1			1	2	5	2.10%
School Library			0.5	1	1		1			3.5	1.47%
School Psychologist							1		8	9	3.78%
Science		1	3.5	1.5	1	2	2		7	18	7.56%
	Biology	0.25	2							2.25	0.95%
	Chemistry	0.25		1.25	1	1				3.5	1.47%
	Physics			0.25		1				1.25	0.53%
	Science	0.5	1.5				2		7	11	4.62%
Social Studies/Social Science				1	1				1	3	1.26%
Special Education			3	3		1	2	2	61	72	30.25%
	Behavior Intervention							1	7	8	3.36%
	Secondary Transition						1			1	0.42%
	Special Education Generalist		3	3		1	1	1	52	61	25.62%
	Visual Impairment								2	2	0.84%
Speech Language Pathology						1	1.5		5.8	8.3	3.49%
World Language			1.6		1	3	1	1	3	10.6	4.45%
	French								2	2	0.84%
	Spanish		1.6		1	3	1	1	1	8.6	3.61%
Total		5	20.45	13	9	8	25.5	7	150.1	238.05	100.00%

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 6b. Number of Unfilled Positions by Endorsement Area and District Size

Endorsement Area		District Size								Unfilled**	
		<100	101-250	251-500	501-1000	1001-2500	2501-5000	5001-10,000	>10,000	Total	%
Art							1		2	3	1.39%
Bilingual			1							1	0.46%
Career Education Areas		1	2	1	3		2		2	11	5.08%
	BMIT	1		1	1		0.5			3.5	1.62%
	Family & Consumer Science Occupational				2		0.5		1	3.5	1.62%
	Skilled & Technical Sciences Education		2				1		1	4	1.85%
Early Childhood Education Areas					1		1		5	7	3.23%
	Early Childhood Ed - PK-Grade 3								1	1	0.46%
	Early Childhood Inclusive - Birth-Grade 3						1		1	2	0.92%
	Special Ed Early Childhood Ed - Birth-K								3	3	1.39%
	Special Ed Early Intervention Specialist - Birth-PK				1					1	0.46%
Elementary Education							2	1	11	14	6.46%
ESL/ELL							3		3	6	2.77%
Health and/or Physical Education				1					6.8	7.8	3.60%
Language Arts		1	1				5	2	9	18	8.31%
	English Language Arts	1	1				5	1	9	17	7.85%
	Speech/Theatre							1		1	0.46%
Mathematics				1			1		12	14	6.46%
Middle Level - Include under content area							1		2	3	1.39%
Music Instrumental/Vocal		1		1					3.5	5.5	2.54%
Other							1		6	7	3.23%
	Family Consumer Science								3	3	1.39%
	Science								3	3	1.39%
	Title teacher						1			1	0.46%
School Counselor			1		1			1	2	5	2.31%
School Library			0.5		1		1			2.5	1.15%
School Psychologist							1		8	9	4.16%
Science		1	3	0.5			2		7	13.5	6.23%
	Biology	0.25	2							2.25	1.04%
	Chemistry	0.25		0.25						0.5	0.23%
	Physics			0.25						0.25	0.12%
	Science	0.5	1				2		7	10.5	4.85%
Social Studies/Social Science									1	1	0.46%
Special Education			3	3		1	2	2	61	72	33.24%
	Behavior Intervention							1	7	8	3.69%
	Secondary Transition						1			1	0.46%
	Special Education Generalist		3	3		1	1	1	52	61	28.16%
	Visual Impairment								2	2	0.92%
Speech Language Pathology						1	1.5		5.8	8.3	3.83%
World Language			1			2	1	1	3	8	3.69%
	French								2	2	0.92%
	Spanish		1			2	1	1	1	6	2.77%
Total		4	12.5	7.5	6	4	25.5	7	150.1	216.6	100.00%

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 6c. Number of Unfilled Positions by Endorsement Area and System Size

Endorsement Area		System Size					Unfilled**	
		<100	101-250	251-500	501-1000	1001-2500	Total	%
Career Education Areas						1	1	4.66%
	BMIT					1	1	4.66%
Elementary Education		1	2.75				3.75	17.48%
Health and/or Physical Education				0.5			0.5	2.33%
Language Arts			1				1	4.66%
	Reading & Writing		1				1	4.66%
Mathematics			1	1			2	9.32%
Music Instrumental/Vocal			2.1	0.5			2.6	12.12%
Other				0.5			0.5	2.33%
	Theology			0.5			0.5	2.33%
School Library				1			1	4.66%
Science			0.5	1	1	2	4.5	20.98%
	Chemistry			1	1	1	3	13.99%
	Physics					1	1	4.66%
	Science		0.5				0.5	2.33%
Social Studies/Social Science				1	1		2	9.32%
World Language			0.6		1	1	2.6	12.12%
	Spanish		0.6		1	1	2.6	12.12%
Total		1	7.95	5.5	3	4	21.45	100.00%

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 7 Reasons for Unfilled Positions by Region

Reasons:

No Applicants

No fully-qualified applicants based on endorsement area

No fully-qualified applicants based on professional attributes

Preferred a specific non-fully qualified applicant over fully-qualified applicant(s)

Qualified applicant refused offer for position

Other

Table 7a. District/System – 301 reasons

Region	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	5	9.4%	6	17.1%	3	13.0%	3	6.8%	0	0.0%	0	0.0%
Metro	22	41.5%	17	48.6%	18	78.3%	29	65.9%	15	75.0%	4	13.8%
Northeast	10	18.9%	2	5.7%	1	4.3%	2	4.5%	3	15.0%	5	17.2%
Southeast	8	15.1%	2	5.7%	1	4.3%	10	22.7%	0	0.0%	12	41.4%
West Central	5	9.4%	5	14.3%	0	0.0%	0	0.0%	1	5.0%	7	24.1%
Western	3	5.7%	3	8.6%	0	0.0%	0	0.0%	1	5.0%	1	3.4%
Total	53	26%	35	17%	23	11%	44	22%	20	10%	29	14%

Table 7b. District – 269 reasons

Region	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	5	11.1%	6	19.4%	3	14.3%	3	8.3%	0	0.0%	0	0.0%
Metro	17	37.8%	15	48.4%	16	76.2%	23	63.9%	13	76.5%	0	0.0%
Northeast	10	22.2%	2	6.5%	1	4.8%	2	5.6%	3	17.6%	4	16.7%
Southeast	6	13.3%	1	3.2%	1	4.8%	8	22.2%	0	0.0%	12	50.0%
West Central	5	11.1%	4	12.9%	0	0.0%	0	0.0%	1	5.9%	7	29.2%
Western	2	4.4%	3	9.7%	0	0.0%	0	0.0%	0	0.0%	1	4.2%
Total	45	26%	31	18%	21	12%	36	21%	17	10%	24	14%

Multiple reasons were allowed for an unfilled position

Table 7c. System Reasons for Unfilled Positions by Region – 32 reasons

Region	System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Metro	5	62.5%	2	50.0%	2	100.0%	6	75.0%	2	66.7%	4	80.0%
Northeast	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%
Southeast	2	25.0%	1	25.0%	0	0.0%	2	25.0%	0	0.0%	0	0.0%
West Central	0	0.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Western	1	12.5%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%
Total	8	27%	4	13%	2	7%	8	27%	3	10%	5	17%

Multiple reasons were allowed for an unfilled position

Table 8 Reasons for Unfilled Positions by Size

Table 8a. District/System Size –301 Reasons

Size	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	2	3.8%	2	5.7%	0	0.0%	0	0.0%	1	5.0%	1	3.4%
101-250	10	18.9%	8	22.9%	0	0.0%	3	6.8%	4	20.0%	3	10.3%
251-500	6	11.3%	2	5.7%	4	17.4%	3	6.8%	2	10.0%	2	6.9%
501-1000	2	3.8%	4	11.4%	0	0.0%	2	4.5%	0	0.0%	2	6.9%
1001-2500	2	3.8%	2	5.7%	0	0.0%	4	9.1%	0	0.0%	0	0.0%
2501-5000	9	17.0%	3	8.6%	0	0.0%	3	6.8%	0	0.0%	10	34.5%
5001-10,000	5	9.4%	2	5.7%	5	21.7%	2	4.5%	0	0.0%	0	0.0%
>10,000	17	32.1%	12	34.3%	14	60.9%	27	61.4%	13	65.0%	11	37.9%
Total	53	26%	35	17%	23	11%	44	22%	20	10%	29	14%

Table 8b. District Size – 269 Reasons

Size	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	2	4.4%	2	6.5%	0	0.0%	0	0.0%	1	5.9%	0	0.0%
101-250	5	11.1%	5	16.1%	0	0.0%	2	5.6%	2	11.8%	2	8.3%
251-500	4	8.9%	1	3.2%	2	9.5%	1	2.8%	1	5.9%	1	4.2%
501-1000	1	2.2%	4	12.9%	0	0.0%	1	2.8%	0	0.0%	0	0.0%
1001-2500	2	4.4%	2	6.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2501-5000	9	20.0%	3	9.7%	0	0.0%	3	8.3%	0	0.0%	10	41.7%
5001-10,000	5	11.1%	2	6.5%	5	23.8%	2	5.6%	0	0.0%	0	0.0%
>10,000	17	37.8%	12	38.7%	14	66.7%	27	75.0%	13	76.5%	11	45.8%
Total	45	26%	31	18%	21	12%	36	21%	17	10%	24	14%

Table 8c. Reasons for Unfilled Positions by System Size – 43 Reasons

Size	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%
101-250	5	62.5%	3	75.0%	0	0.0%	1	12.5%	2	66.7%	1	20.0%
251-500	2	25.0%	1	25.0%	2	100.0%	2	25.0%	1	33.3%	1	20.0%
501-1000	1	12.5%	0	0.0%	0	0.0%	1	12.5%	0	0.0%	2	40.0%
1001-2500	0	0.0%	0	0.0%	0	0.0%	4	50.0%	0	0.0%	0	0.0%
Total	8	27%	4	13%	2	7%	8	27%	3	10%	5	17%

Multiple reasons were allowed for an unfilled position

Table 9 Reasons for Unfilled Positions by Endorsement Area

Table 9a. District/System

Endorsement Area		District/System Reason						Total FTE
		No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art		1					2	3.00
Bilingual							1	1.00
Career Education Areas		5	6	1	3	2	1	12.00
	BMIT	1	3		2		1	4.5
	Family & Consumer Science Occupational	1	1		1			3.5
	Skilled & Technical Sciences Education	3	2	1		2		4
Early Childhood Education Areas		1	2	1	2	1	1	7.00
	Early Childhood Ed - PK-Grade 3				1			1
	Early Childhood Inclusive - Birth-Grade 3				1		1	2
	Special Ed Early Childhood Ed - Birth-K	1	1	1		1		3
	Special Ed Early Intervention Specialist - Birth-PK		1					1
Elementary Education				1	9	1	4	17.75
ESL/ELL		1	2	1	1	1	2	6.00
Health and/or Physical Education		1			3		1	8.30
Language Arts		5	3	3	6	1	2	19.00
	English Language Arts	4	2	2	5	1	2	17
	Reading & Writing		1					1
	Speech/Theatre	1		1	1			1
Mathematics		3	1	3	2	1		16.00
Middle Level - Include under content area		1					1	3.00
Music Instrumental/Vocal		5	1	2	1	4	1	8.10
Other		1	1	1	2	1	2	7.50
School Counselor			1	1	1		1	5.00
School Library			2		1		1	3.50
School Psychologist		3	1	1		1		9.00
Science		8	3	2	4	1	3	18.00
	Biology	2	1					2.25
	Chemistry	1		1	2		2	3.5
	Physics	1			1			1.25
	Science	4	2	1	1	1	1	11
Social Studies/Social Science						1	2	3.00
Special Education		9	8	4	5	4	1	72.00
	Behavior Intervention	2	2	2	1	1		8
	Secondary Transition				1			1
	Special Education Generalist	6	5	1	3	2	1	61
	Visual Impairment	1	1	1		1		2
Speech Language Pathology		3	1	1	1	1	2	8.30
World Language		6	3	1	3		1	10.60
	French	1		1	1			2
	Spanish	5	3		2		1	8.6
Total		53 26%	35 17%	23 11%	44 22%	20 10%	29 14%	238.05

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 9b. District Reasons for Unfilled Positions by Endorsement Area Table

Endorsement Area		District Reason						Total FTE
		No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art		1					2	3.00
Bilingual							1	1.00
Career Education Areas		5	6	1	2	2	1	11.00
	BMIT	1	3		1		1	3.5
	Family & Consumer Science Occupational	1	1		1			3.5
	Skilled & Technical Sciences Education	3	2	1		2		4
Early Childhood Education Areas		1	2	1	2	1	1	7.00
	Early Childhood Ed - PK-Grade 3				1			1
	Early Childhood Inclusive - Birth-Grade 3				1		1	2
	Special Ed Early Childhood Ed - Birth-K	1	1	1		1		3
	Special Ed Early Intervention Specialist - Birth-PK		1					1
Elementary Education				1	8		2	14.00
ESL/ELL		1	2	1	1	1	2	6.00
Health and/or Physical Education					3		1	7.80
Language Arts		5	2	3	6	1	2	18.00
	English Language Arts	4	2	2	5	1	2	17
	Speech/Theatre	1		1	1			1
Mathematics		2	1	2	2	1		14.00
Middle Level - Include under content area		1					1	3.00
Music Instrumental/Vocal		1		2	1	3	1	5.50
Other		1	1	1	1	1	2	7.00
School Counselor			1	1	1		1	5.00
School Library			1		1		1	2.50
School Psychologist		3	1	1		1		9.00
Science		7	3	1	1	1	1	13.50
	Biology	2	1					2.25
	Chemistry	1						0.5
	Physics	1						0.25
	Science	3	2	1	1	1	1	10.5
Social Studies/Social Science							1	1.00
Special Education		9	8	4	5	4	1	72.00
	Behavior Intervention	2	2	2	1	1		8
	Secondary Transition				1			1
	Special Education Generalist	6	5	1	3	2	1	61
	Visual Impairment	1	1	1		1		2
Speech Language Pathology		3	1	1	1	1	2	8.30
World Language		5	2	1	1		1	8.00
	French	1		1	1			2
	Spanish	4	2				1	6
Total		45 26%	31 18%	21 12%	36 21%	17 10%	24 14%	216.6

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 9c. System Reasons for Unfilled Positions by Endorsement Area

Endorsement Area		System Reason						Total FTE
		No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Career Education Areas					1			1.00
	BMIT				1			1
Elementary Education					1	1	2	3.75
Health and/or Physical Education		1						0.50
Language Arts			1					1.00
	Reading & Writing		1					1
Mathematics		1		1				2.00
Music Instrumental/Vocal		4	1			1		2.60
Other					1			0.50
School Library			1					1.00
Science		1		1	3		2	4.50
	Chemistry			1	2		2	3
	Physics				1			1
	Science	1						0.5
Social Studies/Social Science						1	1	2.00
World Language		1	1		2			2.60
	Spanish	1	1		2			2.6
Total		8 27%	4 13%	2 7%	8 27%	3 10%	5 17%	21.45

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 10 Solutions for Unfilled Positions by Endorsement Area

Table 10a. District/System Solutions for Unfilled Positions by Endorsement Area

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7 | Used existing staff appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional permit | 8 | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit | 9 | Used substitute teachers |
| 4 | Hired a person who holds a career education teaching permit | 10 | Position was not filled |
| 5 | Hired a person NOT appropriately endorsed in the content area | 11 | Other |
| 6 | Used distance education or a collaborative arrangement | | |

Endorsement Area		District/System Solution									
		1	2	3	5	6	7	8	9	10	11
Art		1								1	1
Bilingual		1									
Career Education Areas		1	1	4	2	1	1			3	
	BMIT			2	2		1				
	Family & Consumer Science Occupational	1		2						1	
	Skilled & Technical Sciences Education		1			1				2	
Early Childhood Education Areas			2		1					1	1
	Early Childhood Ed - PK-Grade 3		1								
	Early Childhood Inclusive - Birth-Grade 3		1								1
	Special Ed Early Childhood Ed - Birth-K									1	
	Special Ed Early Intervention Specialist - Birth-PK				1						
Elementary Education		1	10		1						3
ESL/ELL		2	3						1		
Health and/or Physical Education			2	2			1				1
Language Arts		2	2	6		1				2	1
	English Language Arts	1	2	5		1				2	1
	Reading & Writing	1									
	Speech/Theatre			1							
Mathematics			2	1	1				2	1	
Middle Level - Include under content area			1								1
Music Instrumental/Vocal				2			1	1	3	4	1
Other			2	1			1		1		1
School Counselor		2									2
School Library					2			1			1
School Psychologist			1					1		1	
Science		2	2	4			1	2	1	1	2
	Biology			1				1	1		
	Chemistry	1	1	1			1				1
	Physics		1								1
	Science	1		2				1		1	
Social Studies/Social Science			1							1	1
Special Education		2	4		3		2		4	3	3
	Behavior Intervention		1				1		1	1	
	Secondary Transition										1
	Special Education Generalist	2	3		3		1		3	1	2
	Visual Impairment									1	
Speech Language Pathology			2				1		1	1	2
World Language			4	2	1	1				2	1
	French		1							1	
	Spanish		3	2	1	1				1	1
Total		14 9%	39 25%	22 14%	11 7%	3 2%	8 5%	5 3%	13 8%	21 13%	22 14%

*These are totaled in the main group above them.

Table 10b. District Solutions for Unfilled Positions by Endorsement Area

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7 | Used existing staff appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional permit | 8 | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit | 9 | Used substitute teachers |
| 4 | Hired a person who holds a career education teaching permit | 10 | Position was not filled |
| 5 | Hired a person NOT appropriately endorsed in the content area | 11 | Other |
| 6 | Used distance education or a collaborative arrangement | | |

Endorsement Area		District Solution									
		1	2	3	5	6	7	8	9	10	11
Art		1								1	1
Bilingual		1									
Career Education Areas		1	1	4	1	1	1			3	
	BMIT			2	1		1				
	Family & Consumer Science Occupational	1		2						1	
	Skilled & Technical Sciences Education		1			1				2	
Early Childhood Education Areas			2		1					1	1
	Early Childhood Ed - PK-Grade 3		1								
	Early Childhood Inclusive - Birth-Grade 3		1								1
	Special Ed Early Childhood Ed - Birth-K									1	
	Special Ed Early Intervention Specialist - Birth-PK				1						
Elementary Education		1	9								2
ESL/ELL		2	3						1		
Health and/or Physical Education			2	2							1
Language Arts		1	2	6		1				2	1
	English Language Arts	1	2	5		1				2	1
	Speech/Theatre			1							
Mathematics			2		1				1	1	
Middle Level - Include under content area			1								1
Music Instrumental/Vocal				1			1	1	1	2	1
Other			2						1		1
School Counselor		2									2
School Library					1			1			1
School Psychologist			1					1		1	
Science		1		2			1	2	1	1	2
	Biology			1				1	1		
	Chemistry						1				1
	Physics										1
	Science	1		1				1		1	
Social Studies/Social Science											1
Special Education		2	4		3		2		4	3	3
	Behavior Intervention		1				1		1	1	
	Secondary Transition										1
	Special Education Generalist	2	3		3		1		3	1	2
	Visual Impairment									1	
Speech Language Pathology			2				1		1	1	2
World Language			3	1	1	1				2	
	French		1							1	
	Spanish		2	1	1	1				1	
Total Unfilled		12	34	16	8	3	6	5	10	18	20
		9%	26%	12%	6%	2%	5%	4%	8%	14%	15%

*These are totaled in the main group above them.

Table 10c. System Solutions for Unfilled Positions by Endorsement Area

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7 | Used existing staff appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional permit | 8 | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit | 9 | Used substitute teachers |
| 4 | Hired a person who holds a career education teaching permit | 10 | Position was not filled |
| 5 | Hired a person NOT appropriately endorsed in the content area | 11 | Other |
| 6 | Used distance education or a collaborative arrangement | | |

Endorsement Area		System Solution							
		1	2	3	5	7	9	10	11
Career Education Areas					1				
	BMIT				1				
Elementary Education			1		1				1
Health and/or Physical Education						1			
Language Arts		1							
	Reading & Writing	1							
Mathematics				1			1		
Music Instrumental/Vocal				1			2	2	
Other				1		1			
School Library					1				
Science		1	2	2					
	Chemistry	1	1	1					
	Physics		1						
	Science			1					
Social Studies/Social Science			1					1	
World Language			1	1					1
	Spanish		1	1					1
Total Unfilled		2	5	6	3	2	3	3	2
		8%	19%	23%	12%	8%	12%	12%	8%

*These are totaled in the main group above them.

Table 11 Shortage Areas for 2021-2022

The Nebraska Department of Education will propose the shortage areas below to the US Department of Education in 2020 as shortage areas for federal loan forgiveness in 2021-2022. The Nebraska Excellence in Teaching Act will use these as shortage areas for 2021-2022 applications.

Endorsement Area	Total Unfilled** FTE	Percentage Unfilled** FTE to Total Teaching FTE in NE
Special Education Behavior Intervention, Deaf or Hard of Hearing, Early Childhood Special Ed, Early Intervention, Functional Academic Skills, Inclusion/Collaboration, School Transition, Special Ed General, Visual Impairment	72.00	30.25%
Language Arts English Language Arts, Journalism, Language Arts, Reading & Writing, Speech/Theatre	19.00	7.98%
Science Biology, Chemistry, Earth & Space, Physics, Science	18.00	7.56%
Elementary Education	17.75	7.46%
Mathematics	16.00	6.72%
Career Education Areas Agriculture; Business, Marketing and Information Technology, Family and Consumer Sciences, Skilled and Technical Science	12.00	5.04%
World Language American Sign Language, Any language other than English, not including computer languages	10.60	4.45%
School Psychologist	9.00	3.78%
Health and/or Physical Education	8.30	3.49%
Speech Language Pathology	8.30	3.49%
Music Instrumental/Vocal	8.10	3.40%
Early Childhood Education Areas	7.00	2.94%
ESL/ELL*	6.00	2.52%
School Counselor	5.00	2.10%
School Library	3.50	1.47%
Art	3.00	1.26%
Bilingual*	1.00	0.42%
Total	238.05	100.00%

With 26,753.34 FTE available in Nebraska schools, 238 Unfilled ** FTE represents 1% of the total. The 44 Vacant*** FTE represents 0.2% of the total.

**Unfilled refers to FTE that was filled by someone other than a fully qualified teacher or was left vacant

***Vacant refers to a position that was not filled at all.

*ESL/ELL and Bilingual are traditional shortage areas for federal consideration so Nebraska recognizes them as well.